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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 1993 #126

$100,000 Club Shows Change at Top

An extensive investigation has uncovered 169 Teamster officials who received over $100,000 in salaries and expenses in 1992. The total paid out to them was $23 million. For the first time in over a decade of our investigations of Teamster finances, both of these figures declined from the previous year.

Close examination reveals that a shift has occurred in the source of income for these top-paid Teamsters: many fewer are paid by the International union, while more are paid by the area conferences and other old guard strongholds. This change is a direct result of the historic IBT election of December 1991.

Only 23 persons on the list this year are presently on the payroll of the International, down from 81 on last year's list. As *Convoy Dispatch* detailed last month, the total salaries received in 1992 by the new General Executive Board members went down dramatically—over 53%—from what the old guard GEB received in 1991. In fact, most of the 16 leaders elected on the Ron Carey Slate are not even on this entire list. But an even larger change came about because the Carey administration has nearly eliminated multiple salaries from the International payroll.

Our investigation shows that the old guard continues the same old bloated, multiple salary structure at the local and area conference levels. And while some of these officials may be hard-working and are elected at the local level, others are certainly not.

Getting rich, and putting family members on the payroll is a big part of what the old guard officials are about. Jack Mogelson, a spokesman for *Teamsters First*, the officers club opposed to Ron Carey and TDU, spoke against the amendment proposed at the 1991 IBT Convention to end the practice of multiple salaries. Mogelson claimed that multiple salaries are the "American way." Perhaps it's the "way" in corporate America, where greed is king and rank and file workers have second-class status, but that is not the way for the New Teamsters Union.

TDU is also organizing now, building at the local level to ensure that the reforms we won in '91 continue to move forward at all levels. It's up to us, the members, to keep the reform movement strong, today and in 1996.

The $100,000 Club list includes only those officials with salaries of $80,000, and total compensation (including bonuses and expenses) of over $100,000. Moneys from multiple pensions and other perks are not included in this listing (see separate article on page 8).

Transformation at the Top

During 1992, the Carey administration took major steps to end the practice of granting an extra salary to officials who already received full-time salaries from other affiliates. Furthermore, they also started to bring the salary structure of the International to a reasonable level. Here are a few examples.

- During 1992, 36 International Representatives were released from the payroll. Of those, 30 were receiving another full-time salary from another IBT affiliate. That amounts to over $2.3 million saved, which had been paid out in multiple

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Who Needs TDU?

You do ... if you care about improving your pension, winning a better contract at UPS and in freight, curtailing inhumane production systems in the warehouse industry, defeating old guard officials who go after Teamster members, or getting the facts on Teamster finances and other issues. Be part of making our union stronger and more democratic. Join TDU today. And, if you are a member, plan to attend the TDU Rank & File Convention, Oct. 29-31 (see back page).

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name ______________________ Local # ________
Address ______________________________
City ______________ State _______ Zip ____________
Phone (______) ____________ Company ______________
☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other ____________ Optional: Spouse's name ______________
☐ $35 one-year's membership & subscription to *Convoy Dispatch.*
☐ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)
☐ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

☐ Check or money order
☐ Mastercard/Visa # ______________________ Exp. date ____/____

Date ____________ Signature ______________________

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

IT'S HERE!

As usual, the old guard got caught lying. This year various old guard officials and their *Teamster First* publication have claimed TDU would not print the $100,000 Club.

Well, here it is, on schedule. We've been investigating and analyzing the finances of various Teamster affiliates for over a decade, and we print the results, regardless of who is in IBT office. You can count on TDU for the facts.

And, as it turns out, the facts show the old guard continue to find ways to pork up their salaries. Maybe they were just hoping we would not print it this year!

The Millionaire's Club

Nine lucky Teamsters bagged over $10 million. One got $2.4 million. How did they get it? (Hint: It was not the Lottery.) Find out on page 8.

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UPSers Caught in 'Bophal by the Bay'

Leslie Tereck
Local 315, UPS
Richmond, Calif.

On July 26 national media attention focused on the Bay Area community of Richmond, as a toxic cloud enveloped the neighborhoods. At 7:30 that morning a leak occured while a tanker car filled with sulfuric acid was being unloaded. The result was a chemical plume 1,000 feet high and eight miles wide that stretched across two counties and disrupted thousands of lives.

Even as citizens were being contacted with instructions to stay in their homes or offices to avoid contact with the potentially deadly cloud of sulfer trioxide, thousands of working men and women were needlessly exposed as a result of their jobs. In particular, bus drivers, sanitation workers and UPS employees were on the road in the midst of what one Richmond resident dubbed "Bophal by the Bay."

A number of UPS drivers called their center managers to find out if they should report for their shifts, only to be told that service would not be interrupted. What they were not told was that feeder drivers had already refused to hostle trailers at the North Bay Hub, which lay directly in the path of the toxic cloud. As a result, supervisors were doing the work while the drivers waited in the break room.

Many part-timers, who started work before the accident happened, found out about it from co-workers who had radios. Fortunately only a few reported any ill effects from the fumes. Sorters were given a 21-minute unpaid break at the time the doors were opened to let the drivers exit. A grievance has been filed to recover the lost income. While no package car driver refused to take out a load, a number of part-timers were offered utility work and turned it down.

When did management become aware of the problem, and what steps did they take to prevent injuries to their employees? The answer is that they knew early on that a serious accident had taken place, and they put Teamsters in harm's way in order to "make service" that day.

By 7:45 a.m. the Contra Costa Hazardous Materials Unit had been dispatched to the spill scene. Five minutes later an automated phone dialing system was activated to alert residents to the danger. Exposure to sulfer trioxide can cause nausea, headaches, and a severe burning sensation to eyes, nose and throat. For persons with other conditions, such as asthma, prolonged exposure can be very serious.

While it is not clear whether or not UPS was "officially" contacted by the warning system, there is no doubt that management knew about the alert, probably also having learned over the radio. At least one supervisor attempted to reassure workers that he had been outside to check on the cloud, and it posed no threat in his opinion!

One driver, who had a supervisor on his package car, drove into the contaminated area to make his deliveries. The driver began to complain of burning eyes and throat. His discomfort became so great that the supervisor decided to leave him at an office where they had just made a delivery. Within moments the driver was violently ill, and was soon unable to do anything but lie down. The supervisor, meanwhile, was down the road making deliveries. When he encountered a customer who wanted to know if he had noticed that he was the only person on the road, he decided to go back and find the driver.

By the time the supervisor returned, even he could see that the employee needed medical attention. But rather than take him directly to a clinic, he went back to the North Bay building so the driver could be hustled off in a car. A number of other drivers were similarly taken in for treatment.

Unqualified management were second-guessing responsible government agencies as to the seriousness of the accident. Clearly, in an emergency we can't rely on management to put safety first. Steps have been taken to see that this isn't repeated. Grievances have been filed, and CAL-OSHA contacted. Local 315 is conducting a survey to determine how many members were exposed as a result of their jobs. Some UPSers have attended public meetings to voice the concerns of working people. We can't afford to be caught sleeping if another accident happens.

I'll Be There

Debra McBride
Local 71, UPS
Salisbury, N.C.

At last year's TDU Convention we made plans for the current UPS contract campaign. Mario Perrucci even came to meet and talk with the active Teamsters there. Now we're in a long contract battle. Job security and job opportunities are big issues. Most of the part-timers at my building are married. They need good full-time jobs.

Will we have a new contract to discuss by this year's convention? I hope so—but I know for sure that we'll be building our unity if it takes till January. This is our chance to make a difference in our contract, and we need to hold strong. At the TDU Convention we'll again be holding National UPS Meetings. I look forward to seeing you in Pittsburgh.

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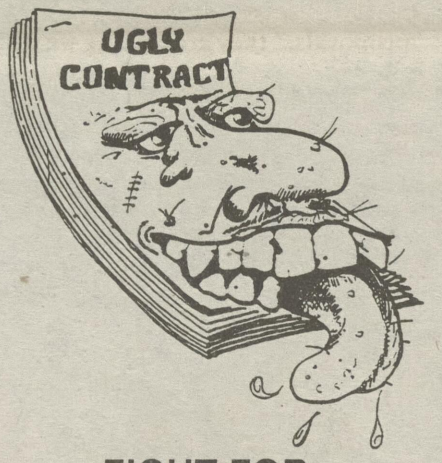
NO UGLY CONTRACT



FIGHT FOR WHAT'S RIGHT!

How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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TDU International Steering Committee

Co-Chairs:
Pete Camarata, Detroit Local 299
Dan Campbell, Milwaukee Local 344
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
David Dethrow, St. Louis Local 688
Debra McBride-Smith, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:
Bilal Chaka, Long Beach, Calif., Local 692
Earl China, Oklahoma City Local 886
Norma Columbus, Oklahoma City Local 886
Joe Fahey, Watsonville, Calif., Local 912
Judith Kehoe, Providence, R.I., Local 64
Steve MacDonald, Vacaville, Calif., Local 490
Michael Ruscigno, New York Local 138
Rick Smith, Atlanta Local 728
Hank Steger, Houston Local 988

Alternates:
Frieda Burgan, Phoenix Local 104 spouse
Dave Kapitula, Wilkes-Barre, Pa., Local 401

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1992 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

'Keep Your Eyes on the Prize'

A Good Contract's Worth Fighting For

"We're taking advantage of the contract extension and building more unity," says feeder driver Russ Osborne of Memphis Local 667. "Every week that goes by, we're informing more and more members about our contract, and why we need to stick together for real changes."

Memphis Teamsters are doing the right thing. They're showing leadership. They're meeting every Sunday afternoon at their union hall, and they're reaching out to their brothers and sisters at the centers and hubs and in other locals. At presstime bargaining continues, as Teamsters across the country are digging in for the good fight, and the long haul.

IBT Update No. 13 states, "Keep Your Eyes on the Prize." The Prize is a fair contract, with real improvements in wages, working conditions, full-time jobs, grievance procedure, pensions, and health and welfare. We're tired of hearing that UPS can't afford to be fair and needs even more concessions.

What's it going to take to win the Prize? Channeling our anger and frustration toward keeping members informed. Getting ever more organized, so that if we must use our strike weapon we will be ready. Making the commitment to outdistance management by one more day.

UPS's Strategy & Dream

During the week of Aug. 2, UPS planted a phony economic proposal in an employer publication (*Traffic World*), though it had not formally presented any economic proposals to our union. The article talked about a "great" five-year contract with 50-cent wage increases, a one-time signing bonus—workers are "addicted to bonuses," it said—and 25-and-out pensions, if our union would surrender control of our benefit funds solely to UPS.

CONTRACT HOTLINE
1-800-544-3269

The IBT has set up this new toll-free number to update members on the UPS negotiations. The phone line can only handle about 1,000 calls per day, so calls should be minimized. The line may be busy initially due to pent-up demand for information.

During the week of Aug. 9, UPS presented some economic proposals to our union: newly hired part-timers to start at $7/$8, with no raises, and a three-year progression for full-timers starting at 60% of the July 31, 1990 rate! This would give UPS a huge economic incentive to get rid of any senior part- or full-timer and replace us with cheap labor. UPS continued to dangle the pension and H&W "idea." (UPS is also following this takeaway pattern in supplemental bargaining.)

So why did management decide to move negotiations a big step backwards? Several reasons. The "Yes Food" isn't working. We're smarter and more unified than in 1990. Our union negotiating team is a formidable opponent, so management decided to make an end run around them and try to reach us through the media.

By dangling these baloney "proposals," they are hoping we won't see the "fishhook in the baloney" and they can sucker a few of us into biting their divide-and-conquer bait. They hope we'll end up being happy with what we've got now.

Also, management have convinced shippers there won't be a work stoppage. Volume is healthy, they're making money hand over fist, so they're willing to bet that time is on their side. They think they can use their PCMs, etc., to chip away at us day after day.

Management's dream is that we will become frustrated. By definition to frustrate is "to cause to have no effect; to prevent from achieving a goal." Their dream is to frustrate us from achieving the Prize. It's a poker game. They know we have a very strong hand, so they must be careful. Yet, they continue to push. It's up to us to continue to strengthen our hand and shatter their dream.

Time for Union to Act

It's time for our union to mobilize at all levels. While we keep the pressure on at work, it's time to gather regularly in our union halls. It's time for a full status report from our negotiating team to clear up rumors and define what we're fighting for. It's time to take votes to authorize a strike, if our negotiating team should decide they need that option. It's time to turn again to our own media campaign, as was done with the stress survey, to get our side of the story out. And it's time to tell management that time is running out. We should remind them of the 1992 carhaul negotiations, which Ron Carey inherited from his IBT predecessors.

Carhaul negotiations were a year old. The Teamster membership had already rejected a "final offer" put to them by Billy McCarthy. Carey took over, reorganized the negotiations and found that the carhaul employers wanted to stall and play games. So Carey conducted a corporate campaign at Ryder, a boycott of their rental operations, and he backed it up. One day Carey told the employers, "Enough of the B.S.," he was ready to call a strike. He was not playing games, and they knew it. Negotiations quickly became productive and the membership eventually approved a new contract by over 90%.

So keep it together, keep your eyes on the Prize, and we will win.

Latest Effort to Smear Carey

New York Newsday on Aug. 1 published an article with the sensationalist headline "Union Big Had Ties to $2M in UPS Stock," which implied wrongdoing by Ron Carey and that he might have a conflict of interest. Many newspapers across the country published brief versions of the *Newsday* article. The old guard jumped at the chance to take a shot at Carey in print, questioning his "openness and honesty." Carey issued a denial of the accusations.

The issue has to do with UPS stock owned by Carey's late father, Joseph, who was a UPS Teamster in New York City for many years. During the late 1920s and early '30s, hourly employees had some opportunities to obtain stock in the company. The initial value of Joseph's holdings was reportedly under $1,000. At the time UPS was a small local delivery company, not the giant carrier it is today. Joseph held onto the stock and some 60 years later, through UPS's phenomenal growth and multiple stock splits, the value of his holdings also grew phenomenally.

Joseph died in October 1991. His estate became valued at $2.1 million—$1.9 million of which was related to the value of the stock, which the executors of the estate (two of Carey's brothers) sold back to UPS. No distribution of money from the estate has been made to Ron Carey or the other beneficiaries because of pending issues in probate. When the estate is settled, the inheritance will be split among Carey and his five brothers.

The *Newsday* article stated that the Labor Department is investigating the matter, though it is unlikely that a serious investigation is taking place. Carey sent a TITAN message to local unions on Aug. 2, which stated, in part, "I am deeply concerned about the motives of people promoting this kind of misinformation, and about the timing of their actions just as the UPS contract was due to expire. ... The rumor is false. I do not own any UPS stock, and never have owned any UPS stock."

UPS & Downs

1st Quarter Revenues, Profits Up.

UPS posted 1993 first quarter operating revenues of $4.2 billion, up more than 6.1% over last year's first quarter revenues of $3.96 billion. Operating profits were $242.2 million, up more than 4.3% over last year's first quarter profits of $232.1 million. UPS's operating ratio held steady at 94.24% during the first quarter compared with 94.13% during the first quarter of 1992.

Volume Climbs, Despite Dire Claims.

Reports from across the nation indicate that volume is normal. UPS's own weekly operating reports confirm that for the week ending July 24 total volume nationwide was 10,587,992 packages compared with 10,503,192 during the comparable week last year. Air volume, where UPS's greatest profits are made, actually soared to 922,933 packages compared with 748,733 during the comparable week last year. Shipper confidence remains high. No wonder management is stalling at negotiations. They're feeling no pain.

Solidarity Grows, From Coast to Coast.

Chantilly, Va.—It's a familiar story this summer. Management is squeezing more work out of a smaller workforce, whether among part- or full-timers. They are doing this with package car drivers through excessive overtime. Local 639 members at the Chantilly, Va., building fought back at the end of July with a massive group grievance over an ongoing violation of "unnecessary and unwanted overtime." It was signed by 145 drivers.

Memphis—Local 667 members have been holding UPS meetings at the union hall every Sunday afternoon since April. Attendance has been strong, with nearly 100 per meeting. It's an opportunity to catch up on the latest news, put rumors to rest and build unity. At a recent meeting a new T-shirt was unveiled: "If It's Not Right Vote NO and It Won't Go." One feeder driver offered to buy a T-shirt for any part-timer who would wear it on the job. He had to buy more than a dozen. Memphis delivered T-shirts to St. Louis drivers, and they are reaching out throughout the Mid-South.

Richmond, Calif.—Local 315 part-timers at the Richmond hub circulated a petition in support of an "Open Letter to Ron Carey." According to one of the organizers, "In this economy, most of us can't just find better jobs so we're ready to fight to make this one better." The letter states: "The new contract is very important to us UPS part-time workers. ... Management gets billions of dollars. We get harassment, injuries, speedups on top of already back-breaking work, for just around $100 a week." The letter asks Carey to "set an example ... by organizing a nationwide fight around an open program including these demands": $5 per hour raises, with annual COLAs and tier-closing increases; union control of belt speed and "shop stewards' right to call walkoffs ... to stop production-related harassment and injuries"; guaranteed part-time workweeks of 30 hours; innocent till proven guilty in the grievance procedure, and 25-and-out retirement plans.

FREIGHT NEWS

Roadway Targets Cuts and Flexibility

In a move that follows the trend in the national LTL industry, Roadway has announced plans to consolidate terminals and to push for flexibility and lower labor costs in the next contract. Although Roadway portrays its approach to the problems facing national LTL carriers as unique, its moves are in line with CF and Yellow.

Consolidation and Downsizing

In the Southern Conference, Roadway's proposed change of operations seeks to close the breakbulk operations in Shreveport, La., and Chattanooga, Tenn. Much of these operations will be consolidated in Nashville.

The proposed changes are set to be heard at the end of August in Jacksonville, Fla. The main concern that many Teamsters have voiced during this period of downsizing is that these changes are done properly, enforcing seniority protections and ensuring that the size of the board accurately matches the amount of freight.

Non-Union Threats To Union Security

At the same time that the Big Three are downsizing their unionized national LTL operations, they are all diversifying into regional operations and logistics. Roadway is no exception in this.

Spartan Express, one of Roadway's non-union carriers, continues to drain money even while it shows a revenue growth of nearly 10%. Spartan posted 1992 and 1991 operating ratios of 106.7 and 107 respectively. While subsidizing this venture, Roadway has heavily invested in its expansion efforts over the past few years. Roadway announced earlier this year that it would spend $290 million in investments. A large portion of that money, $105 million, was used to purchase Central Freight Lines.

The challenge facing Teamsters at Roadway is the same as other freight Teamsters. Bill Haley, Roadway steward in Local 822 in Norfolk, Va., stated the common concern of all freight Teamsters. "The non-union regional carriers are a threat to us all. The Con-Ways are not just a problem for CF Teamsters, they affect us at Roadway too. We all have to come together to meet this challenge. The TDU Convention is a great place to meet freight members from other carriers and other parts in the country."

We'll Be There

Al & Patrice Adams
Local 407, Yellow Freight
Cleveland

We are only months away from beginning negotiations of the National Master Freight Agreement. Now is the time we should be uniting to back Ron Carey and our negotiating team. We'll be in Pittsburgh at the TDU Convention to meet with other freight Teamsters from all over the country and plan strategies for a strong freight contract campaign.

Another Victory for Safety Against Yellow

Another TDU member has won his job back after a Department of Labor hearing showed he was fired for enforcement of safety against Yellow Freight. Buffalo, N.Y., road driver and Local 449 member John Thom has been ordered reinstated with more than a year of full back pay and benefits, and legal fees. He is back to work, although Yellow is appealing.

Thom was fired on March 31, 1992, after refusing to continue on a run from Buffalo to Rochester, N.Y., due to a lack of power. The tractor could not maintain a safe speed, especially uphill, on I-90. Instead of respecting the driver's concern for safety, Yellow relieved him of duty and fired him the next day.

Thom lost in the grievance procedure, which routinely ignores important safety issues, but after contacting TDU he filed a case through OSHA under STAA Section 405. After a hearing, an administrative law judge ruled in July in favor of Thom.

Yellow claimed at the hearing that Thom had previously complained about their use of city tractors on road runs, and that was his real beef. Indeed, Thom had complained about the lack of air conditioning (a contract violation!) in the city units, but he clearly had refused to continue his run because of a dangerous lack of power, due to a fuel problem.

CF Pushes Sleepers in East and South

CF Motor Freight has recently filed change-of-operations motions to expand its use of sleeper teams in the Southern and Eastern conferences. In the South, CF was originally granted the use of sleeper teams over designated lanes. In less than a year after CF put the teams into operation, it started running them wherever it wanted: on lanes not designated for sleepers, dropping and hooking, and going into terminals on a via basis (see *Convoy Dispatch*, April '93)

When Teamster members started filing grievances over these violations of the rules adopted by the change of operations committee, CF's response was, "Let's get rid of the rules." CF's proposal to the Southern Conference Change of Operations Committee in July called for the sleepers to "be allowed to via any point to or from the designated away from home terminal on a first-in, first-out basis." This proposal is currently deadlocked.

CF now wants to expand its use of sleeper teams into the Eastern Conference. The proposal calls for sleeper team operations at Chicopee, Mass., and Pocono, York and Philadelphia, Pa., to pull loads directly to Orlando, Fla. The proposed operation also states that teams being dispatched out of Orlando "may via other terminals north of Orlando with loads or empties via enroute to their home terminals." CF has withdrawn this proposal for the time being.

Freight Lines

IBT Freight Task Force Meets.

In August a 20-person committee of freight Teamster leaders met in Washington, D.C., to begin discussions on the upcoming NMFA. The task force was formed by IBT President Carey to get input and ideas to begin contract plans and strategies. The committee includes the four area conference freight directors, and a number of freight Teamsters who bring new ideas to the table. Also, some International Representatives who come out of the freight industry participated and will be involved.

A questionnaire will soon go out from the IBT to all freight Teamsters. TDU has already distributed a questionnaire, and results are being reviewed as they come in. A planning meeting for freight Teamsters will be held at the TDU Convention.

Churchill Teamsters Accept 10% Wage Cut.

Teamster members at Churchill Truck Lines, an LTL regional carrier based at Chillicothe, Mo., voted to accept a 10% wage reduction plan under Article 6 of the NMFA. Churchill failed to get the 75% approval rating needed to pass an earlier offer that would have cut wages by 12%. The latest "profit-sharing" plan was approved by 79.8% of Churchill's 1,450 Teamster employees.

In 1992, Churchill posted a net profit of $604,000 on revenues of $175.3 million, giving it an operating ratio of 98.7%.

FHWA Approves Diabetic Waivers.

The Federal Highway Administration announced on July 29 that it would allow insulin-dependent diabetics to drive commercial vehicles in certain cases as part of a study. Current regulations disqualify anyone who must use insulin to control their diabetes. The FHWA has stated that it will issue waivers to those who have at least three years of commercial driving experience, a good record and a statement from specialists that the applicant's condition will not hamper their ability to drive.

The FHWA will accept applications for waivers until April 30, 1994. The agency has not announced how many applicants will be accepted, but there may be candidates in the 38 states that allowed insulin-dependent drivers before CDL regulations were adopted. The study will be used to help determine whether the current diabetes restriction should be revised. The Americans with Disabilities Act is widely seen as the main reason for this change in FHWA policy.

1st Quarter ICC Reports.

Carrier	Net Operating Profit (in millions of dollars)	Operating Ratio
ABF	$4.8	97.6%
CFMF	9.2	98.1%
NW Transport	2.0	97.4%
Roadway	19.1	96.3%
Yellow	1.5	99.7%

Crescent Asks for Reopener.

Crescent Truck Lines, an LTL carrier based out of Hayward, Calif., sent Oakland Local 70 a letter on Aug. 13, announcing its plan for mass layoffs. The planned layoffs at the Hayward and Downey terminals will affect some 122 Teamster employees. In a different letter sent on the same day, Crescent stated that it is "reviewing the possibility of continuing certain operations." For this reason, Crescent states that it is "interested in reopening the existing contract."

GROCERY, BREWERY NEWS

NIOSH Studies Grocery Warehouses

Federal Study Indicts Production Standards as Health Hazard

Thousands of order selectors employed in grocery warehouses have been forced out of their jobs due to back injuries in recent years. Of course, according to the companies, the injured worker is always to blame for his own injury.

Virtually all major grocery chains have instituted, or are in the process of instituting, third-party, pseudo-scientific productivity schemes variously known as the Gagnon system, Minute system, or Work Measurement System and Incentive Program. Whatever fancy-sounding name management gives them, they all add up to the same thing—productivity schemes dreamed up by computer engineers who never picked an order in their lives. These schemes seek to squeeze out every last ounce of productivity from Teamsters through time-study standards, threats of discipline, and sometimes incentive bonuses.

With the introduction of these productivity schemes, on-the-job injuries, particularly back injuries, have skyrocketed. The cause of these injuries has been no mystery to shop-floor workers. They've known all along that the production standards are unrealistic and beyond the capacity of the human body to withstand. TDU members and other Teamster activists have taken the lead in fighting against these standards in grocery as well as in freight and at UPS.

Enter NIOSH

After years of complaints and a drastic increase in workers compensation claims and on-the-job injuries, the Hazard Evaluations and Technical Assistance Branch of the National Institute for Occupational Safety and Health (NIOSH) conducted a year-and-a-half long study of the Big Bear Grocery Warehouse in Columbus, Ohio. NIOSH is a federally funded reseach institution that works under the jurisdiction of the Center for Disease Control.

Big Bear installed a "standard incentive program" developed by an industrial engineering consulting firm a few years ago. Part of the incentive, as with all of these schemes, is the threat of discipline if employee performance is "below 95% of the standard." Every step an employee took, every motion, every lift was time-studied to maximize performance standards.

NIOSH conducted a study due to "employee concerns about the potential hazards of repetitive lifting, excessive work pace, and heat stress associated with the job of 'order selector.' " Their verdict? The health and safety hazards are the fault of the company and its unreasonable production standards.

The NIOSH medical evaluation "confirmed that back injuries among selectors was the most important cause of lost workdays in the warehouse. The work force was all male, who on average were younger, taller and heavier than the majority of workers in the U.S. workforce. More than 70% of the full-time selectors reported significant physical discomfort in the region of the low back and 18% reported having a back injury during the previous year."

NIOSH concluded that "the order selectors at the grocery warehouse lift loads that are too heavy at excessive lifting rates from stock locations that are either too low, too high, or too far away from the body for work periods that can exceed an 8-hr day." The job, itself, was classified as a "significant health hazard." The average age of workers filing compensation claims at Big Bear is 34 years.

Other Conclusions

NIOSH concluded that production standards and the incentive system were the major culprits. "Self regulation ... is not compatible with maintaining the incentive standards. Workers in the warehouse reported significantly less control over their work compared to other workers. Much of this lack of control was attributed to the production standards."

With back injuries occuring at the rate of 18% a year, being an order selector in a grocery warehouse is like playing Russian roulette. Do the job long enough, under these conditions,

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Something Brewing in Cartersville

In the July/August issue of the *New Teamster* magazine, Brewery and Soft Drink Conference director Dave Laughton is quoted as saying, "This is the way union organizing should work in our country," and, "The workers wanted union representation and the company recognized us and bargained a contract. No anti-union propaganda or intimidation. No union-busting law firm. Just workers choosing a union to represent them." Laughton is referring to the drive at Anheuser-Busch's new brewery in Cartersville, Ga.

However, reports from Teamster members and leaders at other Anheuser-Busch local unions indicate that management may have had another motive. The contract was negotiated and signed by Laughton and Lee J. Waltemade, vice president of corporate labor relations, on Dec. 20, 1991. What makes Dec. 20, 1991, so odd? It was prior to any potential bargaining-unit employees being hired, and one and one-half years before the brewery began production.

Anyone who is familiar with the brewery and soft drink industry, and Anheuser-Busch in particular, who has the opportunity to review the Cartersville contract can certainly understand why Anheuser-Bush did not run an anti-union campaign. With a concessionary contract that makes a mockery of the master agreement already in the bag, it leaves little doubt as to why A-B's corporate labor relations people decided to view the game from the sidelines.

Veteran brewery Teamsters report that the Cartersville contract is so substandard it presents circumstances similar to those that prompted General President Ron Carey to charge Jack Yager in the Central Conference for violating members' rights and negotiating a substandard contract under a master agreement.

Among the items that Laughton conceded to in the Cartersville agreement that are inconsistent under the provisions of the master agreement include: 12-hour shifts and straight time for Saturdays; supplemental language in Article 21, which prohibits supervisory personnel from performing bargaining unit work, rendering Article 21 all but useless; new language in Article 35, which addresses subcontracting and allowing the company more flexibility to contract out work that has been historically performed by the bargaining unit; and the elimination of the 40-hour week guarantee contained in Article 37, which prohibited the company from working casual employees in a week when regular employees were laid off.

TEAMSTERS
Budweiser

With the renegotiation of the master agreement just around the corner, rank and file Teamster members employed at other Anheuser-Busch facilities are fearful that the bargaining tactics used by Laughton in Cartersville are an omen.

Anheuser-Busch, Jacksonville, Fla., Local 947

A-B Rolls Out Team Concept at JAX Plant

John Adkins
Local 947 steward, Anheuser-Busch
Jacksonville, Fla.

Our Local 947 executive board and the company met over dinner to discuss Anheuser-Busch's team concept program. The menu was crab legs by the hundreds. That was fitting, because our local officials have been side-stepping the issue with management for months.

The members of the E-Board rightly told the company that team concept was going to cost us jobs, and put union brothers and sisters against brothers and sisters. This went in one ear and out the other of management. They know this is going to cost jobs, and they know it will put member against member. That's what they want. The JAX plant is just another cog in their plan, with Houston, Cartersville, Ga., and other plants meshing in place.

We were told originally that if you did not want to participate, you would not be put on a team. Now they have changed that and made it mandatory for all members to go to team concept introductory classes. And our local union leaders are telling everyone to attend.

Two months ago our local put out a letter to all members that said not to attend any such meetings until we got some guidance from Brewery Conference director David Laughton, who negotiates our national contract. I guess Dave called and said it was OK.

Laughton, our business agent and our president are the same ones who told us at a shop stewards seminar that Ron Carey was in favor of team concept. This was just another lie to try to pass blame onto our general president. I have been in contact with IBT Vice President Bill Urman, who has assured me that Carey is not for team concept because he believes it is a union-weakening and potentially union-busting scheme. In fact, the General Executive Board adopted a resolution denouncing "management-initiated joint programs" shortly after Carey took office.

This incident reflects one of the reasons why I am running for elected business agent in Local 947. I want to put a stop to all the lies that are being told to our members. And I want to put our union members' jobs first, above all other concerns.

Carey Cuts Salaries, Old Guard Top List

continued from page 1

salaries, that now has been redirected to programs and services that will benefit locals and members.

- The four pilots who were on the payroll were laid off after the sale of the airplanes, saving the union another $391,743.
- Six International organizers, nearly the entire organizing department under the old guard, have been replaced. In 1991 these six were paid over $710,000 in total compensation. Five International auditors, mostly relatives of old guard officials, cost a total of $653,410 in 1991, and are no longer on the payroll.

Old Guard Top List, Protect Multiple Salaries

The International is no longer the piggybank for the old guard officials at the top of the list. In 1991, of the top 20 officials on the list, 13 received a salary from the International. Now that number has been cut down to five of the top 20. Of the top 50 on the list last year, 35 bagged an International salary. This year it's only eight of the top 50—more than 80% of the 50 highest-paid Teamsters receive nothing from the International.

Contrast this with the practices of the Eastern, Central, Southern and Western conferences, which paid out some $1.3 million to officials who had full-time paid positions elsewhere in the union.

Old guard officials are also turning to the conferences for employment and salary subsidies after being eliminated from the International's payroll. For example, Jerry Cook and the organizing department of the Southern Conference hired Lamar Mathis and Charles Moore after they were removed from the International payroll.

Continued Change Depends on Us

Changes are occurring in the International union's salary structure. But the continued progress of these changes depends on us, the membership. Our investigation has revealed that salary reforms are not taking place in most locals and area conferences.

Reform has only begun. The rest depends on us, the Teamster membership. We need to organize, through TDU. And we need to transform this union from top to bottom.

The 1996 IBT Convention will be a major battleground to bring salary reforms to the bottom and middle levels of this union. Like the 1991 convention, the next convention will be a test of forces between the reform movement and the old guard who want to return the International to the status of a piggybank for their friends and family.

	Name	City	Salary	Total Comp	Affiliates
	Carl Lindeman	Los Angeles	$421,145	$428,024	L 396
L	Daniel Ligurotis	Chicago	294,514	338,082	Intl., JC 25, L 705
T	Mike Riley	Los Angeles	291,835	329,491	Intl., WC, JC 42, L 986
	William Joyce	Chicago	257,152	262,306	L 710
	Robert Simpson	Chicago	229,041	254,577	Intl., L 743
T	William Hogan Jr.	Chicago	218,572	265,387	Intl., JC 25, L 714
	Frank Wsol	Chicago	203,785	208,144	L 710
T	Arnie Weinmeister	Seattle	202,659	247,078	Intl., WC, JC 28, L 117
L	Dennis Silverman[1]	New York	199,614	243,607	L 810
	Tom Sever	Jeannette, Pa.	194,171	215,150	Intl., L 30
L	Barry Feinstein[2]	New York	191,247	209,446	Intl., JC 16, L 237
T	R. Jerry Cook	Atlanta	188,525	196,184	Intl., SC, Ga.-Fla. Conf., L 528
	Ben Leal	San Francisco	183,409	203,342	Intl., WC, JC 7, L 856
T	Anthony Lock	Seattle	179,113	210,797	Intl., WC
	Robert Bernstein	Chicago	179,065	187,240	L 781
L	Joseph L. Bernstein	Chicago	173,982	186,781	L 781
	John Morris	Philadelphia	171,547	194,071	Intl., EC, JC 56, L 115
	Marv Griswold[1]	Inglewood, Calif.	166,580	203,114	Intl., JC 42, L 2707
	Ron Carey	Washington, D.C.	164,184	198,799	Intl., L 804
	Michael Coli	Chicago	164,077	164,556	L 727
	Louis Lacroix[3]	Montreal	162,904	167,875	Intl.
	Jack Yager	Chicago	161,488	179,821	CC
	Joseph Pecora Jr.	Mountainside, N.J.	161,259	169,833	JC 73, L 863
T	Norbert Miller	Modesto, Calif.	159,681	167,479	Intl., JC 38, L 386
	James Hogan	Chicago	157,830	168,510	L 714
	Billy Patrick	Little Rock, Ark.	157,308	194,571	SC, Ark.-Okla. Conf., L 878
T	Walter Engelbert[1]	Salem, Ore.	154,296	168,313	Intl., JC 37, L 670
L	Bernard Adelstein	New York	153,310	161,355	JC 16, L 813, L 1034
L	Paul Hanoian	Providence, R.I.	152,871	155,354	L 64
T	Robert Pavolka	Tacoma, Wash.	147,625	163,248	Intl., WC, JC 28, L 599
T	Jack Cox	Los Angeles	147,054	169,903	Intl., L 572
	T.C. Stone	Dallas	144,950	161,004	Texas Conf., JC 80, L 745
	A. Adelstein	New York	142,633	163,922	L 813, L 1034
T	Harold Yates	St. Paul, Minn.	141,859	153,795	Intl., CC, JC 32, L 120
T	Donald Sawochka	Gary, Ind.	141,761	150,989	Intl., CC, JC 25, L 142
T	Luther Watson	Nashville	141,681	155,336	Intl., SC, JC 87, L 480
	Hugh Corcoran	Chicago	140,712	145,680	L 710
	Lester Singer	Toledo, Ohio	140,384	161,288	CC, Ohio Conf., JC 44, L 20
	Leo Reed	N. Hollywood, Calif.	137,753	155,011	L 399
T	George Rohrer	Burlingame, Calif.	135,175	164,797	Intl., WC
	Lon Fields	Louisville, Ky.	134,847	142,485	CC, Ky.-W. Va. Conf., JC 94, L 89
	Peter Agliata	Chicago	134,610	137,543	L 738
	C. Sam Theodus	Cleveland	134,328	146,851	Intl., L 407
	Robert Barnes	Waukegan, Ill.	132,840	138,973	JC 25, L 301
	Robert DeRusha	Boston	132,353	145,538	Intl., JC 10
	V. Doke	Los Angeles	131,656	135,278	L 396
	Joseph Tramontana	Mountainside, N.J.	129,850	137,934	L 863
	W. Fleming Campbell	Washington, D.C.	128,423	140,004	EC
	Anthony Rumore	Scarsdale, N.Y.	127,404	133,812	L 812
T	Ray Fularczyk	Milwaukee	127,306	131,719	Intl., CC
L	Daniel Zenga[4]	Danvers, Mass.	123,922	137,103	L 841, L 402 Production
	Edward Mireles	Orange, Calif.	123,885	141,041	L 952
	Doc James	Gary, Ind.	123,153	133,598	Intl., L 142
T	Ernie Tusino	Worcester, Mass.	122,992	142,593	Intl., JC 10, L 170
	Gary S. Witlen	Washington, D.C.	122,817	123,165	Intl.
	Norman Hug	Louisville, Ky.	122,683	123,379	Ky.-W.Va. Conf., JC 94, L 89
	Tony Cannestro	Miami	122,650	129,184	Ga.-Fla. Conf., L 769
	Larry Brennan	Detroit	122,122	143,166	CC, JC 43, L 337
	Daniel Mariano	Mountainside, N.J.	121,600	133,030	L 863
	John Braden	Mountainside, N.J.	121,600	131,157	L 863
	John Neal[1]	Indianapolis	121,447	129,030	CC, Ind. Conf., L 135
C	Michael Bourgal	New York	121,076	135,199	L 282
	David Laughton	Manchester, N.H.	120,008	135,612	Intl., Brew. Conf., JC 10, L 633
	Donald Heim	Chicago	119,942	127,804	L 705
	James A. McCall	Washington, D.C.	119,941	122,461	Intl.
L	Max G. Sanchez	New York	119,704	152,061	L 810
	Anthony Razza	Valley Stream, N.Y.	118,600	145,297	L 851
	Robert Meidel	Chicago	117,600	134,509	JC 25, L 734
	Richard C. Bell	Washington, D.C.	117,581	121,399	Intl.
	Charlie Rogers	Dallas	117,500	127,323	JC 80, L 745
	Ed Brereton	New Haven, Conn.	117,450	142,674	JC 64, L 443
T	Chuck Mack	Oakland, Calif.	115,417	132,171	Intl., JC 7, L 70
	Mario Perrucci	Hillside, N.J.	114,017	179,945	Intl., L 177
	Jim Santangelo	El Monte, Calif.	113,805	126,040	JC 42, L 848
	Joseph Bernstein	Chicago	113,083	123,330	JC 25, L 781
	Kenneth Hester	Chicago	112,924	126,208	L 743
L	John Burke Jr.	New York	112,104	132,801	JC 16, L 868, L 917
	George Cashman	Boston	111,753	125,323	EC, L 25
	Joseph D. Kluemper	Evansville, Ind.	111,725	116,820	L 215
L	Gerald Yontek	Cleveland	110,768	111,795	L 507, L 19 Bakery

	Name	City
	Charles Gauwitz	Peoria, I
	Ray Cash	Lexingto
	W. Arnold	Los Ang
	Ron Strzelecki	Milwauke
	James Ramirez	Chicago
	Jack Slama	Anchora
T	Walter Shea	Washing
L	Sam Canino	Chicago
	Joe Campbell	Los Ang
	L. Didio	Scarsda
	T. Rosano	Scarsda
T	Charles Thompson	Oklahom
	Angelo Martin	New Yor
	Anthony Buonpane	New Hav
	Ralph Massey	Chicago
	Michael Ward	Los Ang
	Jack Tarshis	New Yor
	John Williams	Seattle
	Gary Dixon	Anchora
	Charles Burke	Provider
T	David A. Sweeney	Washing
	J. Vercruse	Los Ang
C	John Probeyahn	New Yor
T	Mitchel Ledet	New Orl
	James Gualtiere	Carson,
	R. Lopez	Los Ang
	Clara Day	Chicago
	Sam Matyas	Chicago
	Elijah Ruffington	Chicago
	Chester Glanton	Chicago
	A. Espudo	Bloomin
T	William Ferchak	New Yor
	Daniel Johnson	Kansas (
L	Steven Silverman[1]	New Yor
	William Genoese Sr.	New Yor
T	J.C. Lendvai	Washing
	Vincent Trerotola[5]	New Yor
L	Harold Wolchok	New Yor
	Jerry Broadus	Chicago
	Joseph Padellero	Andover,
	Val Fiorillo	Mountai
	J. Bennetta	Bridgep
	Nolen LeBlanc	New Orl
T	Vicki Saporta	Washing
	Adam Heinz	Valley St
	Allen Stanford	Dallas
	Harvey Killman	Modesto
T	Jerry McCown	Amarillo,
	Daniel Sullivan	New Yor
T	Terrence S. Moloznik	Washing
T	Norman Weintraub	Washing
	James Witt	Anchora
	Robert Morales	San Fran
	Paul Renaud	St. Louis
	Harold Leu	Toledo, (
L	Eugene Bennett	New Yor
	Angelo DeAngelis	New Yor
	Anthony Farino	Valley St
	Gerald Blinkhorn	Providen
	Richard Hammond[1]	Houston
T	Larry Parker	Orlando,
	Sidney Chism	Memphis
	W. Williams	N. Hollyw
	Bill Bounds	New Yor
	George Valeri	Worceste
	William Miley	Worceste
T	Don West	Birmingh
	Victor Olivadoti	Utica, N.
	A. Covsimano	N. Hollyw
	Jack Powers	Stratford
	Richard Aceves	San Dieg
	Reginald Layoff	Waukega
	Doug Mims	Atlanta
T	Louis D. Richard	Washing
	Chris Schweitzer	Los Ange
T	Joseph Konowe	New York
	Hugene Roberts	Mountain
	Robert Riley	Chicago
	Robert L. Muehlenkamp	Washing
	Glenn A. Jones	Washing

City	Salary	Total Comp	Affiliates
Peoria, Ill.	$110,155	$118,236	JC 65 L 627
Lexington, Ky.	109,820	116,216	CC, Ky.-W. Va. Conf., JC 94, L 651
Los Angeles	109,015	115,086	L 396
Milwaukee, Wisc.	108,873	116,540	CC, JC 39, L 344
Chicago	108,538	119,485	CC, L 710
Anchorage	107,692	123,862	L 959
Washington, D.C.	107,442	112,039	Intl., EC
Chicago	107,342	110,347	L 705
Los Angeles	106,872	114,299	L 598
Scarsdale, N.Y.	106,000	111,378	L 812
Scarsdale, N.Y.	106,000	109,995	L 812
Oklahoma City	105,441	112,261	Intl., SC, Ark.-Okla. Conf., L 886
New York	105,400	106,926	L 210
New Haven, Conn.	105,265	124,144	L 443
Chicago	105,100	108,009	L 738
Los Angeles	104,085	124,833	WC
New York	104,000	114,930	L 805
Seattle	103,556	109,442	WC, L 117
Anchorage	103,495	119,880	Intl., WC
Providence, R.I.	102,779	108,114	L 251
Washington, D.C.	102,582	118,334	Intl.
Los Angeles	101,779	112,465	JC 42, L 630
New York	101,751	110,874	L 282
New Orleans	101,634	111,144	Intl., SC, L 270
Carson, Calif.	101,489	108,017	L 572
Los Angeles	101,315	116,989	L 396
Chicago	101,181	111,305	L 743
Chicago	101,181	110,505	L 743
Chicago	101,181	107,817	L 743
Chicago	101,181	107,215	L 743
Bloomington, Calif.	101,091	108,038	JC 42, L 166
New York	100,989	140,849	Intl., L 2727
Kansas City, Mo.	100,971	111,193	Mo.-Kan. Conf., JC 56, L 41
New York	100,775	119,793	L 810
New York	100,672	130,183	L 732
Washington, D.C.	100,499	139,639	Intl., WC
New York	100,118	100,185	EC, JC 16
New York	99,952	116,766	L 868, L 917
Chicago	99,752	104,668	L 743
Andover, Mass.	99,741	104,227	L 686
Mountainside, N.J.	99,600	110,434	L 863
Bridgeport, Conn.	99,400	123,412	JC 64, L 191
New Orleans	98,600	107,030	L 270
Washington, D.C.	98,580	111,897	Intl.
Valley Stream, N.Y.	97,500	110,504	L 851
Dallas	97,350	107,572	L 745
Modesto, Calif.	97,239	103,103	JC 38, L 386
Amarillo, Texas	97,156	113,810	Intl, SC, L 577
New York	96,730	106,771	L 272
Washington, D.C.	95,893	100,523	Intl.
Washington, D.C.	95,799	101,263	Intl.
Anchorage	95,626	108,717	L 959
San Francisco	94,801	105,533	JC 7, L 350
St. Louis	94,514	114,571	CC, L 682
Toledo, Ohio	93,825	101,381	Ohio Conf., JC 44, L 20
New York	93,340	107,313	L 272
New York	92,643	109,554	L 875
Valley Stream, N.Y.	91,900	110,686	L 851
Providence, R.I.	90,671	100,135	L 251
Houston	90,200	143,115	Texas Conf., L 988
Orlando, Fla.	90,190	106,448	Intl., L 385
Memphis	89,734	120,392	SC, JC 87, L 1196
N. Hollywood, Calif.	89,126	101,942	L 399
New York	88,842	108,500	L 26
Worcester, Mass.	88,608	105,585	L 170
Worcester, Mass.	88,596	101,046	L 170
Birmingham, Ala.	87,885	104,734	Intl., WC, L 612
Utica, N.Y.	87,785	101,885	JC 18, L 182
N. Hollywood, Calif.	87,502	104,419	L 399
Stratford, Conn.	86,633	127,939	JC 64, L 1150
San Diego, Calif.	86,047	103,589	JC 42, L 542
Waukegan, Ill.	85,219	110,280	L 301
Atlanta	84,800	104,831	Intl., L 728
Washington, D.C.	84,722	120,375	Intl.
Los Angeles	84,415	101,464	L 896
New York	83,426	108,566	Intl., JC 16
Mountainside, N.J.	83,100	105,983	L 863
Chicago	83,063	103,137	L 710
Washington, D.C.	82,500	115,767	Intl.
Washington, D.C.	82,013	111,857	Intl.

	Name	City	Salary	Total Comp	Affiliates
	Gaston Poisson[3]	Montreal, Canada	$82,013	$108,051	Intl.
	Anthony D. Mathis	Washington, D.C.	82,013	106,162	Intl.
	James J. Schoessling	Washington, D.C.	82,013	102,072	Intl.
	William P. Evans	Washington, D.C.	82,013	100,503	Intl.
T	James A. Farrington	Washington, D.C.	82,012	118,358	Intl.
	Mark Johnson	Anchorage	81,984	104,080	L 959
	Gary Sullivan	Springfield, Ill.	81,620	134,112	JC 65, L 916
	Gene Giacumbo	Springfield, N.J.	81,593	110,267	Intl., L 843
	Edward Rodriguez	Washington, D.C.	80,792	108,898	Intl.
	Thomas R. Brown	Bethesda, Md.	80,282	109,076	EC

Footnotes:

1. Compensation based in part on 1991 LM-2 reports. 1992 figures unavailable.

2. Feinstein formerly headed public workers Local 237. He resigned from all positions in the union as a settlement of the charges brought against him before Judge Lacey. Reports filed by the Investigations Officer in this case revealed that Feinstein received a salary of $131,000 from Local 237.

3. Compensation listed for Lacroix and Poisson is in U.S. dollars and reflects only money received from the International union. Canadian affiliates do not file LM-2 financial reports; compensation for the above officers is actually higher, and other Canadian officials would appear on this list if the information were available.

4. Zenga and Bellemare formerly controlled Teamsters Local 841 and control Novelty and Production Workers Local 402, with offices in Zenga's home. Teamster Local 841 has been placed under trusteeship by the International union.

5. Vincent Trerotola heads public workers locals 72 and 858; compensation does not include these two additional salaries. Public workers locals are not required to file LM-2 reports and many choose to keep their salaries secret from their members.

L indicates removed or suspended from office by Judge Lacey, or signed a settlement after being charged and left office.

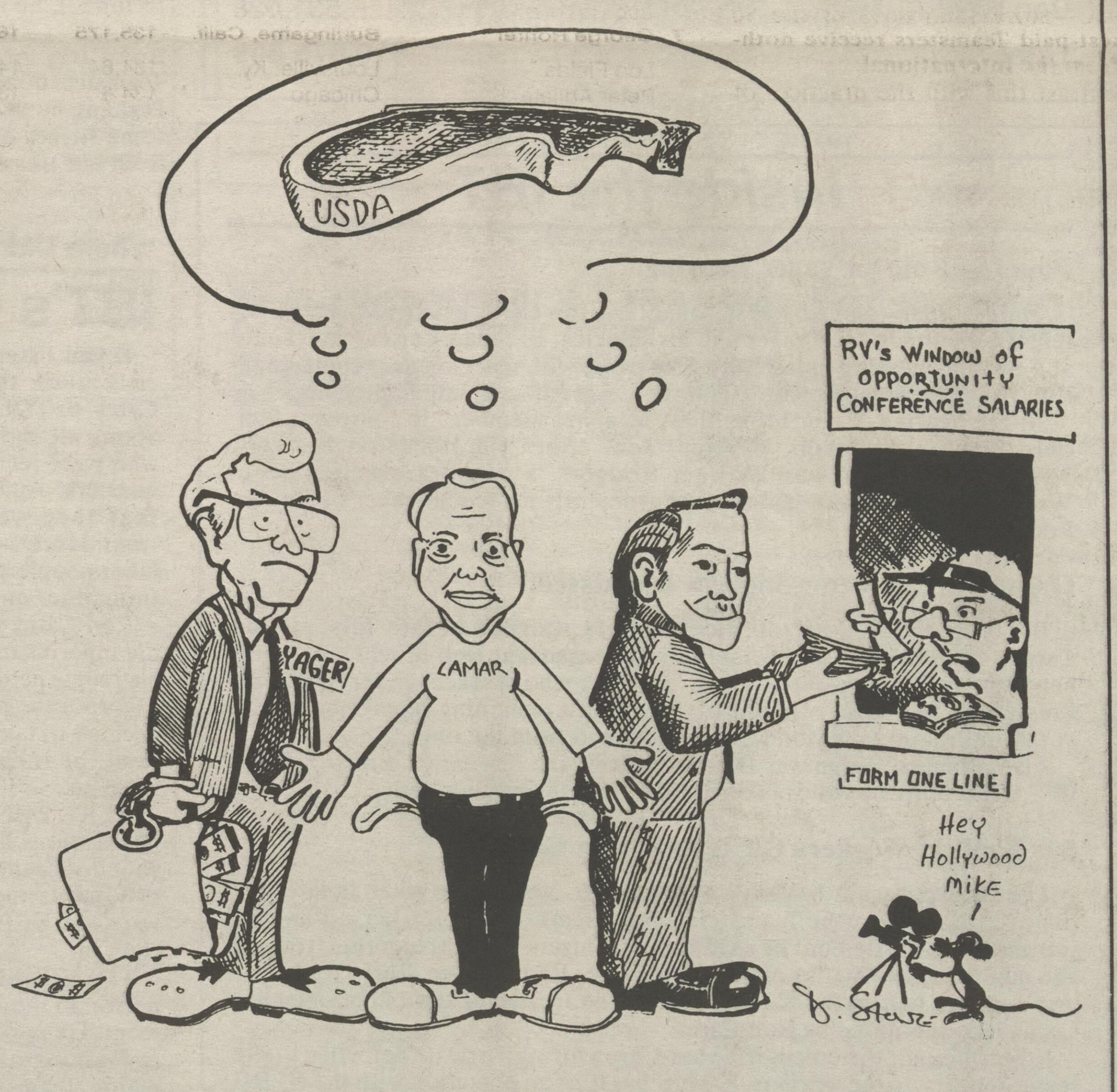
C indicates charged with wrongdoing and awaits a decision on the matter.

T indicates terminated from the International union payroll.

Key: Intl. = International union, EC = Eastern Conference, CC = Central Conference, SC = Southern Conference, WC = Western Conference, JC = Joint Council

NOTE: The affiliation listed for each official or staff member does not necessarily indicate an entire year of employment. For example, Ron Carey was paid in January 1992 by Local 804, and the remaining 11 months by the International union. Thus, this also means that a large number of persons who have been terminated from employment by the International union are still designated as having income in 1992 from the International.

All data compiled by Teamster Rank & File Education and Legal Defense Foundation (TRF) from hundreds of LM-2, LM-3 and LM-15 reports filed with the U.S. Department of Labor. Total compensation includes salaries, bonuses and expenses from affiliates, but does not reflect other income such as pension funds, severance funds, luxury cars, etc.



Officials who lost office when the rank and file voted the old guard out of our International have now found a new home and fat salaries in the conferences.

INSIDE OUR UNION

Old Guard Cash in Big

At least nine old guard Teamster officials bagged over a half million dollars last year from Teamster dues money, with former IBT Secretary-Treasurer Weldon Mathis leading the pack at $2,408,085. Most of this money came from lump-sum payments from two exclusive pension plans. They all have additional pension plans, as well.

The Teamster Retirement and Family Protection Plan and the Equity Plan are the main sources of this bloated payout to the old guard. These plans, for International officials and staff only, pay out lump sums. These plans, unlike plans that cover rank and file Teamsters, do not require an official to actually retire to collect. Also included in these figures, where relevant, is their salary figures for 1992 (as listed on the appropriate LM-2 reports).

Our new General Executive Board voted in 1992 to terminate the Equity Plan, but was required by law to pay the millionaires here their accrued benefits. That means no one else will collect it in the future. The Family Plan is still in effect. The bloated sums it pays out can be lowered by paying more reasonable salaries to International officials, because its benefit schedule is directly proportional to salary. Also, its benefit level could be capped.

Of the nine listed here, most were defeated in the historic 1991 election or retired to avoid that fate. One, Joe Trerotola, died in 1992. Three—Yager, West and Shea—are still active as officials, when they are not on their yachts.

Jack 'I've Got Mine' Yager

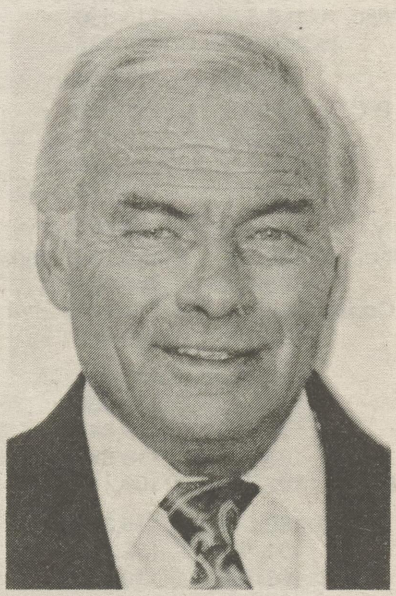
One of the millionaires listed here deserves special attention. Jack Yager, as chair of the Central Conference of Teamsters, controls the appointment of the union trustees of our largest pension plan, the Central States, Southeast and Southwest Areas Pension Fund. He got $546,332 from just one of his pension plans last year. What will he do to provide pension improvements for our members?

Yager is fighting to undermine the $200 out-of-work benefit that the International Constitution presently provides for our members who are on strike or locked out. Because it will require more money into the treasury to fund it, he is on record as favoring letting it go broke, so he can blame Ron Carey for it. He believes striking Teamsters do not deserve $200 a week. Perhaps he should be asked to fund some strikes out of the money he got from our treasury?

The Millionaires Club

Lump Sum Pensions & '92 Salaries

Weldon Mathis	$2,408,085
William McCarthy	1,745,276
Robert Flynn	1,339,084
Arnie Weinmeister	1,324,514
Ed Lawson	1,269,284
Jack Yager	707,820
Joseph Trerotola	692,939
Walter Shea	657,279
Don West	531,028
Total	**$10,675,309**



I'll Be There

Ken Mee
International Vice President
Western Conference

It's an old saying and very true: the price of democracy is eternal vigilance. Some people think that with the International union election we won the war. We didn't. It was one battle in a long march of labor.

Sometimes we need to assess where we're heading, and there is no better place to do that than at the TDU Convention. We can get together with labor leaders, friends and good Teamsters and learn from each other. Mary Ann and I look forward to seeing you in Pittsburgh.

Inside the IBT

Panel to Rule on Yager Hearing.

The internal union charges brought by Ron Carey against Central Conference chairman Jack Yager and his sidekick, Brendan Kaiser, were heard at a two-day hearing in late July. The panel will now make a recommendation to the General Executive Board, which meets in late September.

At the hearing, Yager brought a "Teamster member" to represent him; only Teamster members may represent either side in union hearings. Yager's "member" was William Rodgers, a corporate lawyer from Washington, D.C., who had been conveniently made a member of Detroit Local 283!

Organizing Director Saporta Dismissed.

IBT Organizing Director Vicki Saporta resigned in late July, at Ron Carey's request, and Carey appointed his assistant Bob Muehlenkamp to head the organizing department. Saporta, who worked under Williams, Presser and McCarthy, was one of the very last remaining department heads at the International union who was retained from the old regime.

Also asked to resign was David Sweeney, the legislative director of the IBT. Reportedly he will stay on another month and then retire.

500 K-Mart Workers Go Teamster in Chicago.

The 500 workers at K-Mart's Manteno, Ill., warehouse voted in late July to be represented by the Teamsters union, thanks to the new person-to-person approach carried out by a team of organizers brought together, trained and mobilized in a matter of weeks by trustee Eddie Burke. Burke took over just a month before the K-Mart vote as the trustee of the 14,000-member Local 705, appointed by Ron Carey.

K-Mart fought the union drive hard, even hiring a private detective to file secret reports on the workers. K-Mart has filed an objection with the NLRB to try to stall or overturn the union win. Burke told us, "The real key to winning was making over 200 house calls in just 11 days" prior to the vote.

Where Did Those 'Experienced Leaders' Go?

IBT's Old-Guard Staff Go Astray

If you listen to the old guard officials attack the New Teamsters, Ron Carey, or TDU, you've probably heard about all those experienced leaders who were let go from our IBT headquarters. And perhaps you've heard that they were replaced by some "outsiders"—that is, experienced labor people who have come on board from other unions.

Ron Carey and the New Teamsters did inherit some dedicated staff — but also some people who really belong on a corporate payroll somewhere. We decided to take a closer look at where some of them went after Carey let them go.

DUKE ZELLER, the former Communications Director of the IBT, who your dues paid $163,000 per year, went to work as the labor coordinator for the George Bush Campaign. He fit right in.

TIM SCULLY was the number two person in the IBT Legislative Department. He is now a corporate lobbyist in Washington for Miller Brewing, a major Teamster employer. He still takes Congressmen to expensive lunches, but to try to convince them to oppose labor's anti-scab bill, and to support $4-a-day wages in Mexico under NAFTA.

LINDA FISHER was the editor of the old *Teamster* magazine. Where is she now? She's working on the image problem of the Laborers International Union, one of the few unions with an organized crime reputation as bad as the one our union used to have.

NORMAN WEINTRAUB was the old guard's Research Director of the IBT. Just before St. Johnsbury Trucking asked 4,000 Teamster members for concessions to make up for their mismanagement, the company announced that Weintraub would be going on their board of directors. Soon after the corporation got the concessions, the board closed the company anyway. Apparently this is not the only company board Weintraub sits on.

With friends like these, Teamsters and working people hardly need enemies! Remember that when you hear the old guard talk about Carey bringing in "outsiders" to replace these people and others like them.

And be thankful that we have the Right to Vote, so we could get the corporate crowd off our payroll!

CARHAUL, LOCAL UNION NEWS

Destroying Our Contract at the Local Level

Gerald T. Gieg
Local 327, CCI
Nashville

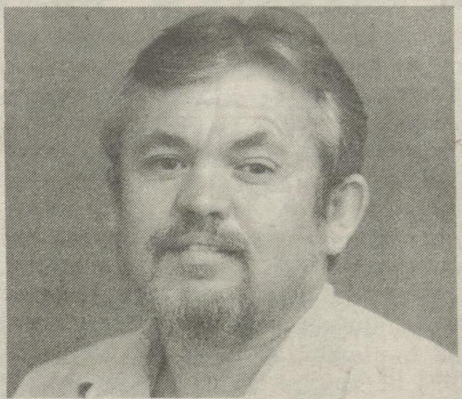
Whipsawing—playing one local union or group of Teamsters against another—can destroy our jobs and conditions. We are facing it here in Nashville as well as in other cities.

BA Joe Lavery of Local 327 called a meeting of Smyrna, Tenn., CCI drivers on July 10. Local 327 President Dave Hodgin was also present. The purpose was to discuss a proposal made by the company for a "blanket" half-rate for all Nissan traffic not presently hauled by the CCI terminal, and running mile on everything over 750 miles. Lavery explained that this would not be off-rail traffic. He used the example of the Detroit area, saying the backhauls would only consist of overflow traffic and Local 299 would not be required to agree to it on the other end—but the ultimate goal was to take traffic away from other Teamsters out of the Nissan plant.

I walked into the meeting, uninvited, along with some Allied drivers from Smyrna. It was only after insistence from a few of the CCI drivers that we were allowed to stay. After full discussion of this illegal proposal, it was decided by the drivers that a vote would not be taken, and in a move of solidarity we asked that meetings such as this one be open to all carhaulers in the local. The meeting was adjourned with a feeling of solidarity among the drivers, and cooperation from President Hodgin.

Just one month later, on Aug. 9, a meeting was held at the Allied terminal in Smyrna to discuss and vote on a proposal for traffic going into Texas. The meeting was opened by a representative of the company asking if there were any non-Allied employees present. The company proposed a "blanket" half-rate on all traffic going into Texas, whether a backhaul is involved or not. This amounts to 22.343 cents per running mile. There is no "blanket" half-rate stipulated in the carhaul contract, and running mile over 750 miles was turned down by over 80% of the carhaulers in our last proposal and the proposal prior to that. Hodgin said that he contacted someone from the International and was told that this was a proper proposal, but he couldn't remember the person's name. At this same meeting Lavery, in an attempt to whipsaw drivers, stated that CCI had just attempted to sign an agreement that would take traffic away from Allied drivers.

Due to the fact that the Allied terminal consists of good, knowledgeable Teamsters, the proposal was voted down by a vote of 70 to 10.


Gerald Gieg, Local 327

This is a perfect example of local officials attempting to build their membership at the cost of Teamster jobs elsewhere. Local 327 is not the only local that has ever been guilty of this type of protectionism, and it has to be stopped. There is only one way to do it. In 1991, the members of this great union exercised our right to vote and threw the bums out. I wish that would have solved all of our problems, but it didn't. We have now got to look at the representation we are receiving at the local level, and make the necessary changes by again exercising our right to vote. Our leadership at the top cannot do this for us. We must do it ourselves.

Leaseway to Exit Chapter 11

Leaseway, the Cleveland-based company that operates a wide range of transportation services including auto haul, is set to emerge from bankruptcy. The company has been struggling for many years, largely due to a 1987 leveraged buyout. Leaseway borrowed $600 million to finance the buyout.

Leaseway's plans for reorganization under Chapter 11 have been accepted by its creditors and by the U.S. Bankruptcy Court for the Southern District of New York. Leaseway is not expected to make any changes in its current operations.

1992 Carhaul Financial Reports

Carrier	Revenues	Net Profit	Operating Ratio
	(in millions of dollars)		
Allied Systems	$209.1	$9.3	92.0%
CCI	$205.2	$11.3	90.6%
Anchor Motor Freight	$182.2	($13.2)	105.8%
CAT	$162.5	$.43	98.4%
Cassens	$99.4	$.14	100.0%
Dallas & Mavis	$87.9	$2.4	95.9%
M & G Convoy	$86.7	$2.9	96.1%

NIOSH Criticizes Production

continued from page 5

and eventually it's going to get you.

After this exhaustive scientific study, NIOSH came up with some recommendations to alleviate these health hazards, but management is not going to like them. In fact, we can be assured that they will resist them with everything they've got. While the government performed a valuable service in conducting this study it would be foolhardy to believe they will move forcefully against the employers to correct these problems. Strong unions are our only hope and as Teamsters we have to insist that our union confront the employers and make them provide safe workplaces, and productivity schemes be damned.

Recommendations

NIOSH made a long list of recommendations to the grocery industry that would help facilitate the creation of safe jobs. Essentially they boil down to slowing down to a reasonable pace. Among the recommendations were:

- Performance standards, if they are to be used, must be based on objective measures of physical effort, such as heart rate and oxygen uptake, in order to determine reasonable workloads that will not place the worker at an excess risk of injury.
- Overtime should be kept to a minimum and voluntary.
- The size of an order should be restricted so that pallet load heights do not exceed 60 inches.
- Using single-pallet rather than double-pallet orders is one method to decrease the cycle time and increase the frequency of recovery periods between orders.
- The use of computer-generated orders should be modified to ensure that order selections for each worker are balanced with respect to the load difficulty.

The grocery selectors' metabolic heat production should be reduced by relaxing the work pace and/or by increasing rest time in cool locations.

NATIONAL CARHAUL MEETING
TDU Rank & File Convention
Oct. 29-31
Pittsburgh
See back page to register

Detroit TDUers Protect Members' Rights

Federal Court Blasts Local 243 Officials

*From the **Right Idea**, a rank and file newsletter by Local 243 members.*

A federal jury has found James Esser, Jim Cianciolo and other Detroit Local 243 officers guilty of violating the free speech rights of the local's members. The June 30 ruling orders a $30,000 payment to the plaintiffs. By law the money will have to be paid out of the officials' pockets, not our union treasury.

The verdict caps a nearly three-year legal battle. In late 1990, Esser and Cinci filed a bogus lawsuit against seven reform activists in Local 243, who call themselves RAFT (Rank And File Team). Their claim: RAFT had tarnished their reputations—libeled them—via statements in the *Right Idea.*

The lawsuit was so frivolous that Esser's original attorney (from the old guard Previant law firm) dropped out of the case. Soon they dropped the lawsuit altogether. Their goal was never to win, but to stick RAFT members with legal bills to defend themselves, and to harass them—and all Local 243 members—into giving up basic rights.

Instead, RAFT held firm and filed a countersuit, which lead to the June 30 victory. The damages ordered by the jury will cover attorney fees and related expenses. The ruling is significant because it shows how the rank and file can—and will—go on the offensive when old guard officials use frivolous lawsuits.

> ***The ruling is significant because it shows how the rank and file can—and will—go on the offensive when old guard officials use frivolous lawsuits.***

"We are pleased that the jury has upheld our rights," Local 243 steward Gary Clark stated after the verdict, "but saddened we were forced into court to defend the rights all members are entitled to. This experience shows yet again how much we need new democratic leadership in Local 243."

NEWS YOU CAN USE

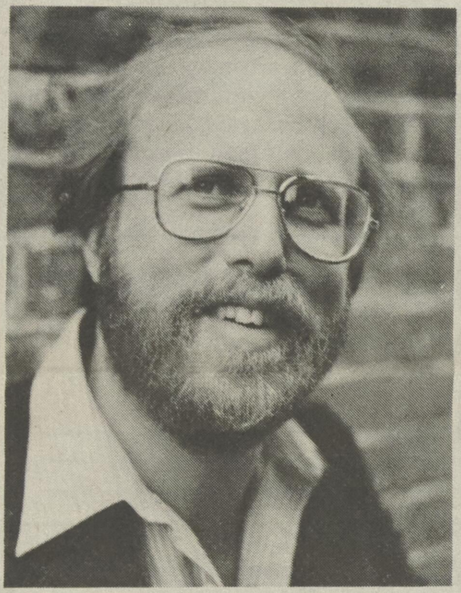
Family and Medical Leave Act

Bob Schwartz
Labor attorney, Boston

Union representatives and stewards must now add the FMLA to the NLRA, FLSA, OSHA, ADA, EPA, and Title 7—the major federal laws regulating employment.

The Family and Medical Leave Act went into effect on Aug. 5 for employees not under a union contract. For employees under union contracts, the implementation date is Feb. 5, 1994, or the expiration of the contract, whichever is earlier.

The FMLA allows employees time off to care for newborn children and sick family members. But this is only part of the law. FMLA provisions also give employees new protection against company absenteeism policies and other rules which are used against employees with serious medical problems.



WANT TO KNOW MORE?

Bob Schwartz, author of this article and the "Legal Rights of Union Stewards," will give a workshop on the FMLA at the TDU Rank & File Convention, Oct. 29-31 in Pittsburgh. See back page for more information on attending the convention.

Union representatives should obtain the FMLA regulations from the Department of Labor and study them carefully. As a result of the FMLA, almost all medium and large employers will have to change their personnel policies and bargain with the union about these changes.

Who Is Covered?

The FMLA applies to employers with 50 or more employees. This number includes part-time, temporary, white collar, and executive employees.

In order to be eligible for leave under the new law, an employee must have worked for the employer for at least one year prior to the leave request, and in that year must have accumulated at least 1,250 hours of work. In addition, there must be at least 50 employees within 75 miles of the employee's work site.

The FMLA applies to all industries, including construction, manufacturing, transportation, and retail trade. Non-profit institutions and state and local government agencies are included.

The FMLA is enforced by the Department of Labor's Wage and Hour Division. Employees who are denied FMLA leave or benefits, are punished for an FMLA absence, or are refused re-employment, should file a complaint at the nearest Wage and Hour office.

Lawsuits (for double back pay) may be brought in federal court.

Birth and Childcare

The FMLA guarantees a minimum 12-week leave of absence for parents to attend to a newborn or adopted child. The FMLA supersedes state laws which provide lesser amounts of leave, but does not displace laws which allow a longer period. The leave must be taken within 12 months from the birth or adoption of the child.

Mothers and fathers can take FMLA childcare leaves. For example, a mother could take a 12-week leave at birth. The father could then take up to 12 weeks thereafter or at any time during the next nine months.

FMLA leaves do not have to be paid, but the employer must continue paying its share of any group health insurance premium in place at the start of the leave.

When the leave is over, employees must be returned to the same job or a similar job with the same pay.

Unfortunately, the FMLA does not force employers to allow intermittent or reduced-schedule childcare leaves. Thus, an employee cannot insist on a 24-week half-time schedule. (Unions, of course, may bargain for such a policy.)

Medical Illness

The most significant FMLA provision allows employees to take up to 12 weeks off each year as a result of their own serious medical conditions. In the case of medical illness leaves, employers must permit intermittent time off. Since, for most employees, 12 weeks of work equals 60 days, an employee with a serious medical condition must be allowed up to 60 absences each year.

A disabled employee can also insist that the employer allow him or her to go on a part-time schedule until the 60 days are consumed. Unlike the Americans With Disabilities Act, which allows employers to refuse accommodations if they would cause an "undue hardship," the FMLA has no escape provision. Employers must permit time off or reduced hours for eligible employees.

The FMLA affects employers who maintain "no fault" absenteeism policies. For covered employees, such policies are now illegal. An employee cannot be disciplined, warned, refused a promotion, or in any way harmed because he or she is absent for an FMLA reason.

'Serious Health Condition'

FMLA medical leave is available only to employees who have "serious health conditions." Department of Labor regulations define a serious health condition as one which either: 1. requires in-patient hospital care; 2. requires an absence of more than three calendar days from work along with treatment by a health care provider; or 3. requires treatment or therapy by a health care provider for a long-term or chronic condition which, if not treated, would likely result in an absence of more than three days.

Under this definition, an absence of one or two days for a cold or a sprain would probably not come under the FMLA and could be counted against the employee. However, an illness or injury that requires an absence of four days or longer, along with treatment by a doctor or a health care provider, would come under the new law and cannot be the basis for discipline. (An employee absent for one or two days could qualify for FMLA leave if the absence is related to a chronic problem such as a back condition.)

The FMLA applies to substance abuse conditions. Employees must be allowed up to 12 weeks off for alcohol- or drug-dependency treatment. After the treatment, employees must be returned to their regular jobs or jobs with similar pay.

Employers may insist on medical documentation to prove that an employee has a serious health condition. Employers are allowed to verify the condition by subjecting the employee to an examination by a physician paid by the employer who is not on the employer's payroll.

If the employee's and employer's doctors disagree, the FMLA requires the parties to agree on a third doctor to resolve the dispute. The FMLA does not establish a mechanism for choosing the third doctor and, obviously, this is an area for collective bargaining to establish a fair procedure. For example, the union could propose a panel of doctors to serve as tie breakers.

Another FMLA provision ensures that during the leave periods, employers must continue payments to group health insurers. In some industries, this represents a significant improvement. For example, in construction, contractors usually stop health contributions for employees who are injured or ill. Under the FMLA, contractors must continue contributions for 12 weeks for covered employees.

Family Leave

The FMLA provides 12 weeks of leave rights for employees who need time off to care for an ailing family member. The family member must be suffering from a serious health condition as discussed above, including either in-patient care, disability lasting more than three days, or a chronic condition. Thus, an employee, male or female, must be permitted time off to take care of a sick child without this time off being held against them in any way.

FMLA leave may be taken for ill spouses, children, or parents. It does not apply to in-laws or to unmarried domestic partners. Employers may insist on a medical certification to verify the nature of the illness and the need for family care.

Posting Requirements

As of Aug. 5, covered employers must post Department of Labor notices informing employees of their FMLA rights. Employees requesting FMLA leave must be given written descriptions of all company policies and rules affecting such leaves.

(Reprinted from *Labor Notes.*)

Bargainable Issues

The FMLA creates many bargainable issues. Among them are the following:

- *What is the "year" during which an employee can take his or her 12 weeks of leave (for example, a calendar year, anniversary year, or a rolling year).*
- *What procedures must employees follow to request FMLA leaves?*
- *Will employees have to use accrued paid leave, such as vacation time, during their FMLA leaves?*
- *Must employees on leave periodically recertify their medical condition or intent to return to work?*
- *Will life and other non-health insurance coverage be continued during FMLA leaves?*
- *Will vacation time accrue during FMLA leaves?*
- *Must returning employees provide fitness for duty certificates?*
- *How will employees on FMLA leave pay health insurance premiums that are currently deducted from paychecks and what happens if an employee fails to pay his or her share?*
- *Will medical information be kept confidential?*
- *How will a third physician be chosen to resolve deadlocks between the employee's physician and the employer-paid physician?*

Note: under no circumstances may unions waive employee FMLA rights.

LETTERS FROM OUR MEMBERS

Travel Money Can Be Well Spent

There is a problem I see in your listing of salaries and expenses of Teamster officials when you print your annual $100,000 Club. You don't always take into consideration that the expenses include reimbursement for travel.

While some may abuse it, there are a lot of good officers that work hard and go around and visit different barns. I remember last year on May 12, Ron Carey stopped off at my barn to show his support in our contract battle. Without the reimbursement money it never would have happened because of the cost. It is important to members not to be forgotten by our leaders.

Jon D. Hammer
Local 490, Lucky Stores
Vallejo, Calif.

Union Well Rid of Dishonest Officials

Dishonest people can be blackmailed. As time goes on, it really makes me feel good that Ron Carey is general president of the New Teamsters Union.

All of the past presidents, some of their hand-picked officers and some leftover old-guard officials made and approved numerous sweetheart deals with employers, had ties to organized crime and had numerous federal indictments and convictions against them. They danced to everyone's tune except the membership's.

The Teamsters union is well rid of these dishonest men, and the membership should hurry to rid their union of the rest of this scum, as they definitely do not, cannot, and will not represent labor.

Ron Carey is a reputable, dedicated man, and one thing you can't do is blackmail an honest person. Carey and his associates can effectively represent labor without interference from "all of the above."

Keep up the good work, TDU, I love ya.

David P. Gaibis
Truck driver 34 years
Hubbard, Ohio

Time to Clean House in Local 429

As of this time, our Central Pennsylvania UPS Supplement is completed, but it contains no pension improvements to the age 57, 30 years of service, $847 a month benefit. The main reason is because Jim Burns, president of Local 429 in Reading, Pa., who controls our pension, flatly refuses.

This man has been in office for 30 years. He thinks the Teamsters are affiliated with him, not he with the Teamsters.

We were at a get-together with the team opposing him in the election. Jim Burns and his team made an appearance. Just to show you his character, one man stood up and asked about a grievance he filed one and a half years ago. This so-called business agent and president of Local 429 called this man names, said he was a poor employee, and continued to scream. This is what you do when you don't have an answer or haven't done anything. I have never heard a Teamster official down an employee like this at any time. Now you can see why we have such a bad pension.

Then you talk to some of these Teamsters in Local 429, and they will tell you they are scared to say or do anything for fear of losing their jobs because of this group in Local 429.

To the Teamsters in Local 429, I say, do yourselves a favor. This election time, clean house.

Adam Frye
Local 776, UPS
Harrisburg, Pa.

UPS on the 'Far Side'

We had a problem with the pay rate for one of our people who went from part-time to driving. The grievance went to the National Committee where we won it. UPS paid back wages but not enough. The IBT determined that UPS came up about $400 short. For a year UPS stalled. "Let me check the figures and get back to you." ... "Vern's handling that now, I'll have him call you." ... Now they say they won't pay.

Starting with grievances such as this and working through UPS's disregard for its OSHA responsibilities, its denial that there is stress on the job, and ending up with go-nowhere national contract negotiations, one might say a pattern is emerging.

Reminds me of a "Far Side" cartoon. Indians and buffalo are watching an Indian and a buffalo who are Indian wrestling. One of the buffalo is shouting, "Trample him, Larry, he's tricking you into his kind of fight!"

Delays, extensions, postponements—these are the UPS way of fighting. I think the IBT needs to take more direct action. If the IBT can't deal with stalling in negotiations, they will have failed to confront a basic reality, a fundamental aspect, of UPS.

I think of myself as being fairly patient and maybe mellow, but I think we should have shut UPS down July 31. No contract, no work.

John Moroney
Local 261, UPS
Rochester, Pa.

Double Breasting and Job Security Key Issues

UMWA Digs in Against Coal Operators

The United Mine Workers have extended their selective strikes against the Bituminous Coal Operators Association (BCOA). Over 17,000 miners in six states have walked out in eight successive strike waves. Union solidarity has broken the employers' unity, with half of the BCOA members leaving the association to sign separate agreements with the union.

Union Solidarity

The national contract between the UMWA and the BCOA expired Feb. 2. After a brief strike against one operator for a month, a 60-day extention was agreed to in exchange for company ownership data. No progress in negotiations was achieved during the extention, and the miners returned to the picket line.

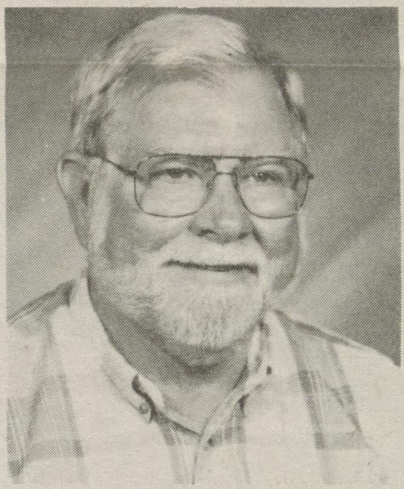
The union began selective strikes against BCOA members on May 10. Rather than trying to cause a national coal shortage, the miners are attempting to threaten operators with loss of lucrative contracts with electric utilities, due to strike-related price increases. The union has also attempted to split the employers' group by pursuing agreements with individual operators.

The key issues of the strike revolve around job security and stopping double breasting. The UMWA demands that laid-off union miners receive first consideration when hiring occurs. The employers have turned to double breasting to renege on their 1988 agreement, requiring that three-fifths of hiring at new mines go to union miners.

The UMWA is known for its use of innovative tactics on the picket line and on the legislative level. The union is rallying support from the rest of the labor movement and the religious community. Demonstrations have been held at various corporate headquarters, with broad labor and community backing. Also, the union has targeted the multinational corporations involved in the dispute. Miners in Europe, Australia and South Africa have engaged in job actions in support of the UMWA. In Washington, D.C., Rep. Austin Murphy (D-Pa.) introduced legislation Aug. 6 to end double breasting in the coal industry.

On Labor Day, miners and their supporters from around the Midwest will be gathering in Evansville, Ind., to parade and rally the union cause behind the strikers. UMWA President Richard Trumka will be one of the speakers at the rally.

For more information, contact the UMWA in Washington, D.C., at (202) 842-7200.



I'll Be There

Bob Henry
Local 1149 Sec.-Treas.
Baldwinsville, N.Y.

I have attended the last three TDU Conventions and I wouldn't want to miss one. The TDU leadership do an excellent job of setting up a good working agenda that is very beneficial to all rank and file Teamsters. Their workshops are very educational and address day to day problems that we face as Teamsters.

I have also attended several IBT Conventions in the past and I must admit they could learn a lot from TDU.

TDU Constitution

Resolutions or amendments to the TDU Constitution must be submitted to the TDU office by Sept. 29 for consideration at the upcoming TDU Convention.

TDU Meets

ARIZONA
Saturday, Sept. 18—3 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA
Saturday, Sept. 11—6 p.m.
Forest Park Recreation Dept.
803 Forest Pkwy., Forest Park, Ga.
(Watch for picnic date, too.)

CHARLOTTE
Saturday, Sept. 11—10 a.m.
Carriage Inn
Graham St. & I-85

EAST BAY
Saturday, Sept. 11—10 a.m.
For information: (515) 653-3865

MILWAUKEE
Saturday, Sept. 25—10 a.m.
Security Savings Bank
67th & Oklahoma

NEW YORK/NEW JERSEY
Educational Workshops
Sunday, Sept. 12—10 a.m.
Passing Motions at Union Meetings
Sunday, October 10—10 a.m.
Changing Local Union Bylaws
For information: (212) 874-2360

QUAD CITIES
Grievance Procedure Workshop
Sunday, Aug. 29—11 a.m.
La Quinta Inn
Four Corners, Airport, Moline, Ill.

ROANOKE
Sunday, Sept. 12
Time & place to be announced

ST. LOUIS
Saturday, Sept. 11—7 p.m.
Spaghetti Dinner & Silent Auction
Crusoe's Restaurant
3152 Osceola (at Compton)

TDU RANK & FILE CONVENTION

OCT. 29-31

WESTIN WILLIAM PENN PITTSBURGH

- Be part of the most important Teamster event this year
- Meet Teamster leaders and activists
- Plan for the 1994 NMFA and other contracts
- Over 20 workshops and special events
- Saturday banquet and guest speakers
- Elect leaders and discuss strategies
- And more!

At the 1992 convention, UPS members met with Parcel and Small Package Division director Mario Perrucci to discuss demands and strategies for the 1993 UPS contract negotiations. Freight Teamsters will hold similar meetings this year to prepare for the 1994 Master Freight Agreement. The convention also includes meetings for Teamsters in other jurisdictions to discuss the problems they are facing and what they can do about them.

Educational workshops, many led by experts in their field, cover problems Teamsters face, such as Team Concept programs and warehouse productivity plans, and how to use new laws such as the Family and Medical Leave Act and the Americans with Disabilities Act to protect your rights.

Convention Info

TIME: The convention will begin at 1 p.m. on Friday, Oct. 29, and adjourn at 3:30 p.m. on Sunday, Oct. 31.

PLACE: The Westin William Penn Hotel, 830 William Penn Pl., Pittsburgh.

REGISTRATION & HOUSING: Use form at right to reserve through TDU.

CHILDCARE: Reserve by Oct. 8.

TRANSPORTATION: Shuttle service from the airport provided by Airlines Transportation at cost of $12 one way or $20 round trip. Departs from USAir baggage claim area (lower level) every 30 minutes weekdays, hourly on weekends.

IF DRIVING:

From the North: From I-79 take Exit 21 to I-279 South. Follow I-279, which turns into 579. Look for 6th Ave./7th Ave./Civic Arena Exit. Take 7th Ave. side of this exit and cross Grant St. Go one block to William Penn Pl. and make a left. Go one block to 6th Ave. Hotel is on corner.

From the South: From I-79 take I-279 East. Go through Fort Pitt Tunnel and over Fort Pitt Bridge. Exit straight from bridge. Take Liberty Ave. Exit. Go straight on Liberty to 6th Ave. and take a right. Go three blocks to William Penn Pl. Hotel is on your right.

From the East: Take Exit 6 (Rtes. 376/22) from Pennsylvania Turnpike. Go west on 376 (Penn Lincoln Highway). Exit at Grant St. Proceed on Grant past the hotel, turn left on 6th, left onto William Penn Pl.

Parking is available at the Mellon Square Garage, across from the hotel.

Northwest Airlines Discount

Northwest Airlines is the official airline of the TDU Convention. If you fly Northwest you can receive a 5% discount off lowest applicable discount fares or 17% off full coach fare. To get these discounts, you or your travel agent must make reservations by calling 1-800-328-1111 weekdays between 7:30 a.m. and 7:30 p.m. Central time. You must mention TDU WorldFile group ID code NCT8U to receive discounts.

Register for Convention Now, Save $10

REGISTER NOW!

Postmark your registration no later than Oct. 8 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

Name ________________ Local ______

Address ________________________

City ____________ State _____ Zip ________

Phone ____________ Company ____________

If registering for others please include same info.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

		# of people		
Fri., Sat. & Sun.	$150 x	_______	=	_______
Sat. & Sun.	$105 x	_______	=	_______
Sat. only	$75 x	_______	=	_______

Total Registration Cost = ________

HOUSING

Reserve rooms through TDU at special group rate. All rooms $75 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

___ Single room

___ Double room (with ________________)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

# of nights ____ x $75 = **Housing Cost =** ________

CHILDCARE

Must be reserved by Oct. 8. Suggested donation of $30 per child to defray costs.

___ # of children **Childcare donation =** ________

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch.*

☐ $35—one year membership

☐ $85—three year membership

☐ $20—spouses, retirees and Teamsters grossing less than $17,000 per year

Membership cost = ________

TOTAL COSTS = ________

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

___ $10 if postmarked by Oct. 8 ($5 if one day)

___ $10 travel over 500 miles one way

___ $20 travel over 800 miles one way

Total discount = ________

Cost minus discounts = ________

AMOUNT ENCLOSED = ________

BALANCE DUE= ________

Visa/Mastercard # ________________ Exp. date ____/____

Signature ________________________

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.